### 2020 Pay Plan

**Effective: 1-1-20**

#### Grade Rank | Range Min | Control Point | Top of Range
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Exempt
P8 | Deputy Chief | $84,600 | $110,000 | $135,400
P7 | Captain | $74,470 | $93,090 | $111,710
P6 | Lieutenant | $66,790 | $81,050 | $100,150
Non-Exempt
P5 | Sergeant Annual | $7,487.56 | $9,116.00 | $10,844.40
  Hourly | 21.95 | 26.71 | 29.74 | 32.71 | 35.29 | 37.54 | 39.39 | 41.15 | 42.91 | 44.67 | 46.43 | 48.19 |
P4 | MPO Annual | $8,519.80 | $9,987.59 | $11,455.38
  Hourly | 23.05 | 28.46 | 31.37 | 34.28 | 37.20 | 39.48 | 41.77 | 43.96 | 46.15 | 48.34 | 50.53 | 52.72 |
P3 | POI/Corporal Annual | $9,080.20 | $10,547.88 | $12,015.56
  Hourly | 23.95 | 29.83 | 32.74 | 35.65 | 38.56 | 40.54 | 42.53 | 44.52 | 46.51 | 48.50 | 50.49 | 52.48 |
P2 | POI Annual | $4,468.20 | $5,216.08 | $5,963.96
  Hourly | 19.95 | 23.75 | 26.55 | 29.35 | 32.15 | 34.95 | 37.75 | 40.55 | 43.35 | 46.15 | 48.95 | 51.75 |
P1 | POI Annual | $4,484.00 | $5,213.76 | $5,943.54
  Hourly | 19.90 | 23.70 | 26.49 | 29.28 | 32.07 | 34.86 | 37.65 | 40.44 | 43.23 | 46.02 | 48.81 | 51.60 |

**Pay Plan Rules:**

1. Educational, police service and veteran incentives will be reflected in the new pay structure as follows:
   - New hire educational incentives: [aggregate cannot exceed two Steps]
     - Associate degree/qualified veteran/qualified prior (non-lateral) policing experience - add one Step
     - Bachelor/Masters - add two Steps
   - Existing employee educational incentive:
     - Non-exempt employees in steps 1-11: Associate degree - add one Step; Bachelors degree - add one Step if Associate degree already paid, add two Steps if no prior paid Associate degree
     - Exempt employees OR non-exempt employees in step 12: Lump sum incentive** of 5% Associate degree; 5% Bachelor's degree w/prior compensation for Associate degree; 10% Bachelor's degree only, 5% Master's degree
   - Language incentive: Add one Step upon certification. For new hires, add one Step after certification and completion of field training program
   - Local Police Officer: Grade and pay step placement based upon experience and formal training
   - Approved educational (degree-seeking) tuition reimbursement: Up to $5,000 per fiscal year
   - Qualified veteran includes those who have been honorably discharged from military service and those actively serving in Reserve and Guard forces

2. Advancement within non-exempt ranks and promotion to Sergeant as follows:
   - Advancement to P2: minimum increase to the step that is at or above 2% increase from current rate
   - Advancement to P3: minimum increase to the step that is at or above 2.5% increase from current rate
   - Promotion to P5: minimum increase to the step that is at or above 5% increase from current rate

3. Employees in P1-P2 at highest step are frozen in step until advancement to next rank. Employees in P3-P8 at top of ranges are only eligible for lump-sum merit payments.

4. Employees frozen in Step if City does not fund City-level merit/pay plan increases in any fiscal year; COLAs result in step value changes at COLA rate.

### Additional Position Titles by Rank & Grade:

- P3 Police Officer III: Criminal Intelligence Officer
- P1 Police Officer I: Animal Control Officer